



UNITED STATES PATENT AND TRADEMARK OFFICE

UNITED STATES DEPARTMENT OF COMMERCE
United States Patent and Trademark Office
Address: COMMISSIONER FOR PATENTS
P.O. Box 1450
Alexandria, Virginia 22313-1450
www.uspto.gov

APPLICATION NO.	FILING DATE	FIRST NAMED INVENTOR	ATTORNEY DOCKET NO.	CONFIRMATION NO.
10/031,866	11/13/2001	Victor Brief	67737-01000USPX	8515

7590 11/30/2005
Jenkins & Gilchrist P C
1445 Ross Avenue
Suite 3200
Dallas, TX 75202-2799

EXAMINER

VAN DOREN, BETH

ART UNIT PAPER NUMBER

3623

DATE MAILED: 11/30/2005

Please find below and/or attached an Office communication concerning this application or proceeding.

Office Action Summary

Application No.

10/031,866

Applicant(s)

BRIEF, VICTOR

Examiner

Beth Van Doren

Art Unit

3623

-- The MAILING DATE of this communication appears on the cover sheet with the correspondence address --

Period for Reply

A SHORTENED STATUTORY PERIOD FOR REPLY IS SET TO EXPIRE 3 MONTH(S) OR THIRTY (30) DAYS, WHICHEVER IS LONGER, FROM THE MAILING DATE OF THIS COMMUNICATION.

- Extensions of time may be available under the provisions of 37 CFR 1.136(a). In no event, however, may a reply be timely filed after SIX (6) MONTHS from the mailing date of this communication.
- If NO period for reply is specified above, the maximum statutory period will apply and will expire SIX (6) MONTHS from the mailing date of this communication.
- Failure to reply within the set or extended period for reply will, by statute, cause the application to become ABANDONED (35 U.S.C. § 133). Any reply received by the Office later than three months after the mailing date of this communication, even if timely filed, may reduce any earned patent term adjustment. See 37 CFR 1.704(b).

Status

- 1) ☒ Responsive to communication(s) filed on 13 November 2001.
- 2a) ☐ This action is **FINAL**. 2b) ☒ This action is non-final.
- 3) ☐ Since this application is in condition for allowance except for formal matters, prosecution as to the merits is closed in accordance with the practice under *Ex parte Quayle*, 1935 C.D. 11, 453 O.G. 213.

Disposition of Claims

- 4) ☒ Claim(s) 1-22 is/are pending in the application.
- 4a) Of the above claim(s) _____ is/are withdrawn from consideration.
- 5) ☐ Claim(s) _____ is/are allowed.
- 6) ☒ Claim(s) 1-22 is/are rejected.
- 7) ☐ Claim(s) _____ is/are objected to.
- 8) ☐ Claim(s) _____ are subject to restriction and/or election requirement.

Application Papers

- 9) ☒ The specification is objected to by the Examiner.
- 10) ☒ The drawing(s) filed on 13 November 2001 is/are: a) ☒ accepted or b) ☐ objected to by the Examiner.
Applicant may not request that any objection to the drawing(s) be held in abeyance. See 37 CFR 1.85(a).
Replacement drawing sheet(s) including the correction is required if the drawing(s) is objected to. See 37 CFR 1.121(d).
- 11) ☐ The oath or declaration is objected to by the Examiner. Note the attached Office Action or form PTO-152.

Priority under 35 U.S.C. § 119

- 12) ☐ Acknowledgment is made of a claim for foreign priority under 35 U.S.C. § 119(a)-(d) or (f).
- a) ☐ All b) ☐ Some * c) ☐ None of:
- ☐ Certified copies of the priority documents have been received.
 - ☐ Certified copies of the priority documents have been received in Application No. _____.
 - ☐ Copies of the certified copies of the priority documents have been received in this National Stage application from the International Bureau (PCT Rule 17.2(a)).

* See the attached detailed Office action for a list of the certified copies not received.

Attachment(s)

- | | |
|---|---|
| 1) <input checked="" type="checkbox"/> Notice of References Cited (PTO-892) | 4) <input type="checkbox"/> Interview Summary (PTO-413)
Paper No(s)/Mail Date. _____ |
| 2) <input type="checkbox"/> Notice of Draftsperson's Patent Drawing Review (PTO-948) | 5) <input type="checkbox"/> Notice of Informal Patent Application (PTO-152) |
| 3) <input checked="" type="checkbox"/> Information Disclosure Statement(s) (PTO-1449 or PTO/SB/08)
Paper No(s)/Mail Date <u>20020517</u> . | 6) <input type="checkbox"/> Other: _____ |

DETAILED ACTION

1. The following is a non-final, first office action on the merits. Claims 1-22 are pending in this application.

Specification

2. This application does not contain an abstract of the disclosure as required by 37 CFR 1.72(b). An abstract on a separate sheet is required.

3. The title of the invention is not descriptive. A new title is required that is clearly indicative of the invention to which the claims are directed. Examiner suggests incorporating the aspects of hiring or human resource procurement.

Claim Rejections - 35 USC § 112

4. The following is a quotation of the second paragraph of 35 U.S.C. 112:

The specification shall conclude with one or more claims particularly pointing out and distinctly claiming the subject matter which the applicant regards as his invention.

Claims 5 and 22 is rejected under 35 U.S.C. 112, second paragraph, as being indefinite for failing to particularly point out and distinctly claim the subject matter which applicant regards as the invention.

5. Claim 5 recites the limitation "the group of criteria". There is insufficient antecedent basis for this limitation in the claim. For examination purposes, the limitation has been construed as --a group of criteria--. Correction is required.

6. Regarding claim 22, the phrase "may be" renders the claim indefinite because it is unclear whether the limitations following the phrase are part of the claimed invention. See MPEP § 2173.05(d). For examination purposes, examiner has construed the claim to mean that the business rules are one of a minimum or a maximum amount of total consecutive time a job

Art Unit: 3623

applicant may work at a particular employer, the prohibition of hiring a previously discharged job applicant or the standard salary rate for a particular job description

Claim Rejections - 35 USC § 102

7. The following is a quotation of the appropriate paragraphs of 35 U.S.C. 102 that form the basis for the rejections under this section made in this Office action:

A person shall be entitled to a patent unless –

(e) the invention was described in (1) an application for patent, published under section 122(b), by another filed in the United States before the invention by the applicant for patent or (2) a patent granted on an application for patent by another filed in the United States before the invention by the applicant for patent, except that an international application filed under the treaty defined in section 351(a) shall have the effects for purposes of this subsection of an application filed in the United States only if the international application designated the United States and was published under Article 21(2) of such treaty in the English language.

Claims 1, 2, 6-8, 11-13, 16, and 21-22 are rejected under 35 U.S.C. 102(e) as being anticipated by Kipling (U.S. 2002/0103687). Examiner notes that there is a typographical error on the face of the Kipling reference and that the related provisional application of Kipling is actually dated “Feb. 1, 2000”.

8. As per claim 1, Kipling teaches a system for Internet based procurement of non-cataloged goods and services based upon qualified resumes, comprising:

a human resources procurement server (See figure 1, paragraphs 0017, 0020-1, 0025, which discusses a contract worker procuring system linked over a network with a server);

an associate vendor terminal connected to said human resources procurement server (See figure 1, paragraphs 0017, 0020, 0028, 0034-35, which discusses a supplier terminal connected to the system that supplies contract workers);

a hiring manager terminal, connected to the human resources procurement server (See figure 1, paragraphs 0017, 0020, 0028, 0038, which discusses a client terminal that is connected to the system and hires the contract workers);

wherein the human resources procurement server receives at least one job request from said hiring manager terminal, the human resources procurement server further receives at least one qualified resume from said associate vendor terminal and forwards said qualified resume to said hiring manager terminal for review (See paragraphs 0017, 0027-8, 0034-6, and 0038, wherein an order request is received from the client (hiring manager) and resumes for workers are received from suppliers (i.e. associate vendor terminal). Based on the order submitted by the client, qualified workers' resumes are forwarded to the client for review).

9. As per claim 2, Kipling discloses wherein said hiring manager terminal receives said qualified resume and generates a request to said associate vendor terminal for an interview with said qualified resume applicant if requested by said hiring manager terminal (See paragraphs 0017, 0028, 0038, wherein the client requests to interview the worker).

10. As per claim 6, Kipling teaches wherein said associate vendor terminal accesses said human resources procurement server via the Internet (See figure 1, paragraphs 0020-1, 0025, 0034, which discloses the vendor/supplier terminal connected via the Internet).

11. As per claim 7, Kipling discloses wherein said hiring manager terminal accesses said human resources procurement server via the Internet (See figure 1, paragraphs 0020-1, 0025, 0034, which discloses the hiring manager/client terminal connected via the Internet).

12. As per claim 8, Kipling teaches wherein said hiring manager terminal generates a notification message to said associate vendor terminal indicating that said qualified resume applicant has been accepted for employment (See paragraphs 0017 and 0038, wherein the hiring manager/client terminal notifies the vendor/supplier terminal via the system that the resume and worker have been accepted).

Art Unit: 3623

13. As per claim 11, Kipling discloses a method for the Internet based procurement of non-cataloged goods or services based upon qualified resumes, comprising the steps of:

entering a job description for a temporary employment position via the Internet (See paragraphs 0021, 0028, 0034, wherein a job description is entered into the system by a client terminal via the Internet);

submitting a qualified resume of a job applicant by an associate vendor to a hiring manager for approval via the Internet (See paragraphs 0021, 0027-8, 0035-6, wherein a resume of a worker is submitted by a vendor/supplier to the system via the Internet);

reviewing said qualified resume by said hiring manager (See paragraphs 0017, 0037-9, wherein the hiring manager/client reviews the resume and worker); and

generating a request for an interview if said applicant is acceptable (See paragraphs 0017, 0028, 0038, wherein the client requests to interview the worker).

14. As per claim 12, Kipling teaches the steps of:

notifying said hiring manager of a confirmed interview (See paragraphs 0017, 0028, 0038, wherein the worker interview is scheduled);

interviewing said job applicant for said temporary employment position (See paragraphs 0017, 0028, 0038, wherein the worker is interviewed); and

notifying said associate vendor whether said job applicant is approved for employment (See paragraphs 0038-40, wherein the supplier/associate vendor is notified that the worker has been approved).

15. As per claim 13, Kipling teaches wherein said step of entering said job description further includes the step of storing said job description in a job description database (See paragraphs

Art Unit: 3623

0027-8, 0034, 0045, wherein the job description is stored with the order request in a database of the system).

16. As per claim 16, Kipling teaches the steps of:

approving said job applicant for employment (See paragraphs 0038-40, wherein the job applicant is approved for hire);

requesting necessary employment information regarding said job applicant (See paragraphs 0038-40, wherein the supplier is contacted to determine if the worker is still available and assignable to the client); and

generating a purchase order for said job applicant to begin work (See paragraph 0040, wherein the system, based on the approval of a worker, generates a record in the system that stores information about the amount the client must pay the worker).

17. As per claim 21, Kipling discloses wherein said step of submitting said qualified resume further includes the step of adhering to a plurality of business rules submitted by said hiring manager prior to submitting said qualified resume (See paragraphs 0021, 0027-8, 0034-6, wherein a job description describing rules (qualification, criteria) for hiring a worker is submitted by the hiring manager).

18. As per claim 22, Kipling discloses wherein said plurality of business rules may be a minimum or a maximum amount of total consecutive time a job applicant may work at a particular employer, the prohibition of hiring a previously discharged job applicant or the standard salary rate for a particular job description (See paragraphs 0028, 0034, and 0040, wherein the rules includes a standard salary for a job description).

Claim Rejections - 35 USC § 103

19. The following is a quotation of 35 U.S.C. 103(a) which forms the basis for all obviousness rejections set forth in this Office action:

(a) A patent may not be obtained though the invention is not identically disclosed or described as set forth in section 102 of this title, if the differences between the subject matter sought to be patented and the prior art are such that the subject matter as a whole would have been obvious at the time the invention was made to a person having ordinary skill in the art to which said subject matter pertains. Patentability shall not be negated by the manner in which the invention was made.

Claims 3-5 and 20 are rejected under 35 U.S.C. 103(a) as being unpatentable over Kipling (U.S. 2002/0103687). Examiner again notes that there is a typographical error on the face of the Kipling reference and that the related provisional application of Kipling is actually dated "Feb. 1, 2000".

20. As per claim 3, Kipling discloses wherein said human resources procurement server further comprises:

a central processing unit that controls the overall operation of said human resources procurement server (See figures 1-2, paragraphs 0020, 0022-3, 0029);

a memory that stores a control program to operate said human resources procurement server and that temporarily stores said qualified resume (See figure 1, paragraphs 0022-3, 0027, 0029);

a job database connected to said central processing unit and to said memory, that stores said at least one job description (See paragraphs 0027-9, 0034, wherein a job description is stored in the system) ; and

a device, connected to the Internet and to said central processing unit, that facilitates the transfer of said qualified resume from said associate vendor terminal to said hiring manager

Art Unit: 3623

terminal (See paragraphs 0021, 0027-9, 0034, 0036-7, wherein the system is connected via the internet and information is transferred between the terminals using the internet).

However, Kipling does not expressly disclose using a modem to connect to the network system.

Kipling discloses a digital data processor (paragraph 0023) and that the terminals are connected to each other via a network system. Modems are old and well known devices in networking that allow a computer to connect to other computers. It would have been obvious to one of ordinary skill in the art at the time of the invention to allow a terminal in Kipling to connect to the system using a modem in order to increase the number of clients that would be able to connect to the system and utilize the streamlined process for ordering contract workers. See paragraphs 0020-1, wherein Kipling discloses such a streamlines process and the use of other communication software to connect to the network.

21. As per claim 4, Kipling discloses wherein said central processing unit restricts access of said associate vendor terminal to said job database based upon criteria submitted from said hiring manager terminal (See paragraphs 0027-8, 0034-6, wherein the supplier/associate vendor only is shown the job description of the current order).

22. As per claim 5, Kipling discloses wherein said criteria is selected from a group of criteria, the criteria which includes the said associate vendor's profile and the qualifications of the associate vendor's workers (See paragraphs 0028, 0034, 0036, wherein the suppliers are picked based on criteria, including the qualifications of the suppliers' workers and the profile of the supplier). However, Kipling does not expressly disclose that group of criteria includes the vendor terminal's geographic location and area of expertise.

Kipling discloses a vendor profile and resumes and qualifications of the workers represented by the vendor. Geographic area and area of expertise are well known criteria used in recruitment and hiring of employees. Therefore, it would have been obvious to one of ordinary skill in the art at the time of the invention to include these criteria in the criteria used by Kipling in order to more accurately match workers to the needs of the employee.

23. As per claim 20, Kipling teaches the step of generating a notification to said hiring manager at which point the hiring manager decides to schedule an interview or take another action (See paragraphs 0017 and 0037-8). Kipling further discusses monitoring the time taken to complete each stage of the process (See paragraph 0048). However, Kipling does not expressly disclose sending a reminder if no request for an interview is received within a predetermined period of time.

Kipling discloses an automated system that allows a client to request contract workers, receive information concerning potential contract workers, and then make a determination of whether or not to hire these workers. Kipling discloses that when qualified contract workers are identified, a notification is sent to the client. Kipling further discloses monitoring each stage of the process to record how long is taken to complete each stage in order to determine the performance or efficiency of the system. Therefore, it would have been obvious to one of ordinary skill in the art at the time of the invention to send reminders to hiring managers of Kipling in order to increase the response time of the users of the system, thus increasing the efficiency and performance of the system in fulfilling order requests. See paragraph 0048 or Kipling. Using reminders to meet deadlines and cause action is well known in the art of task management.

Art Unit: 3623

24. Claims 9-10 and 17-19 are rejected under 35 U.S.C. 103(a) as being unpatentable over Kipling (U.S. 2002/0103687) in view of Dietz et al. (U.S. 6,408,337).

25. As per claim 9, Kipling teaches a system includes a human resource procurement server and a vendor terminal, and paying the contract worker an agreed to rate (See figure 1, paragraphs 0017, 0020-1, 0025, which discusses the system. See paragraphs 0028, 0034, 0039-40, wherein the contract worker is paid). However, Kipling does not expressly disclose a time and billing server, connected to said human resources procurement server, that receives a plurality of time slips from said associate vendor terminal pertaining to time worked for said accepted qualified resume applicant and generates an invoice to said hiring manager terminal for payment.

Dietz et al. discloses a non-employee worker procured from a vendor, wherein the vendor is the employer of the worker (See column 3, lines 35-45). Dietz et al. further discloses a time and billing server, connected to the system, that receives a plurality of time slips pertaining to time worked for said accepted qualified resume applicant and generates an invoice to said hiring manager terminal for payment (See column 7, lines 5-25, wherein a time card is accepted. See column 7, lines 35-65, wherein the report requesting payment is generated and forwarded for approval and payment). Dietz et al. also discloses that the vendor is paid for the services of the non-employee, where the payment is transferred to the vendor, and wherein the vendor disputes compensation discrepancies (See column 7, lines 50-67). However, Dietz et al. does not expressly disclose that the time slips come directly from said associate vendor terminal.

Both Kipling and Dietz et al. disclose systems for requesting and hiring non-employee/contract workers from a vendor/supplier via an automated system. Kipling teaches paying the contract worker an agreed to rate. Therefore, it would have been obvious to one of

Art Unit: 3623

ordinary skill in the art at the time of the invention to utilize the time entry and approval software of Dietz et al. to pay the workers of Kipling in order to more increase the ease of engaging and managing a contract worker by automating all aspects of the process including the payment of the worker using a simplified and uniform tool. See column 1, lines 5-10 and 53-67, of Dietz et al. and paragraphs 0008 and 0051 of Kipling, which discuss such a motivation.

Furthermore, Dietz et al. discloses that the vendor is the employer of the non-employee utilized by an organization. Therefore, after the non-employee creates invoice of his/her time worked, the vendor is compensated for the work of the non-employee. It would have been obvious to one of ordinary skill in the art at the time of the invention to have the non-employee report to the vendor his/her time worked and have the vendor invoice the organization for compensation in order to decrease the number of disputes needed to be filed by the employing vendor through the rearrangement of parts of the system. See column 7, lines 50-65, of Dietz et al. that states that a vendor would invoice for compensation in other arrangements.

26. As per claim 10, Kipling teaches paying the contract worker an agreed to rate (See paragraphs 0028, 0034, 0039-40, wherein the contract worker is paid). However, Kipling does not expressly disclose and Dietz et al. discloses a bank server, connected to said human resources procurement server and said hiring manager terminal, that receives authorization from said hiring manager terminal to pay said invoice to said human resources procurement server (See figure 3 and column 7, lines 50-67, which discusses approval of time and electronic funds transfers).

Both Kipling and Dietz et al. disclose systems for requesting and hiring non-employee/contract workers from a vendor/supplier via an automated system. Kipling teaches paying the contract worker an agreed to rate. Therefore, it would have been obvious to one of

Art Unit: 3623

ordinary skill in the art at the time of the invention to utilize the time entry and approval software of Dietz et al. to pay the workers of Kipling in order to more increase the ease of engaging and managing a contract worker by automating all aspects of the process including the payment of the worker using a simplified and uniform tool. See column 1, lines 5-10 and 53-67, of Dietz et al. and paragraphs 0008 and 0051 of Kipling, which discuss such a motivation.

27. As per claim 17, Kipling teaches paying the contract worker an agreed to rate (See paragraphs 0028, 0034, 0039-40, wherein the contract worker is paid). However, Kipling does not expressly disclose and Dietz et al. discloses paying the contract worker via the steps of:

accepting at least one time card representing time worked on a particular job (See column 7, lines 5-25, wherein a time card is accepted);

generating an invoice requesting payment for said at least one time card (See column 7, lines 35-65, wherein the report requesting payment is generated); and

forwarding said invoice to said hiring manager for approval and payment (See column 7, lines 35-65, wherein the report is forwarded for approval and payment).

Both Kipling and Dietz et al. disclose systems for requesting and hiring non-employee/contract workers from a vendor/supplier via an automated system. Kipling teaches paying the contract worker an agreed to rate. Therefore, it would have been obvious to one of ordinary skill in the art at the time of the invention to utilize the time entry and approval software of Dietz et al. to pay the workers of Kipling in order to more increase the ease of engaging and managing a contract worker by automating all aspects of the process including the payment of the worker using a simplified and uniform tool. See column 1, lines 5-10 and 53-67, of Dietz et al. and paragraphs 0008 and 0051 of Kipling, which discuss such a motivation.

28. As per claim 18, Kipling teaches paying the contract worker an agreed to rate (See paragraphs 0028, 0034, 0039-40, wherein the contract worker is paid). However, Kipling does not expressly disclose automatically approving said invoice if said hiring manager does not respond within a predetermined period of time.

Dietz et al. discloses paying compensation based on time worked, the completion of a deliverable, or date dependant. The request for compensation is automatically triggered based on a date or a completion (See column 7, lines 7-25, column 8, lines 1-20, wherein compensation is paid and is automatically triggered). However, Dietz et al. does not expressly disclose the hiring manager not responding.

Both Kipling and Dietz et al. disclose systems for requesting and hiring non-employee/contract workers from a vendor/supplier via an automated system. Kipling teaches paying the contract worker an agreed to rate. Therefore, it would have been obvious to one of ordinary skill in the art at the time of the invention to utilize the time entry and approval software of Dietz et al. to pay the workers of Kipling in order to more increase the ease of engaging and managing a contract worker by automating all aspects of the process including the payment of the worker using a simplified and uniform tool. See column 1, lines 5-10 and 53-67, of Dietz et al. and paragraphs 0008 and 0051 of Kipling, which discuss such a motivation.

Dietz et al. also discloses that the timing of paying a non-employee would be date dependent. Prescribed and cyclical pay periods are old and well known in business, such as being paid the first Monday of a month or every other Friday. It would have been obvious to one of ordinary skill in the art at the time of the invention to pay the worker in the event the hiring manager does not respond in order to more efficiently and accurately meet the contractual

Art Unit: 3623

agreements between the vendor and the organization of Dietz et al., wherein the vendor pays the workers. See column 6, lines 40-67, of Dietz et al. which discusses contractual relationships.

29. As per claim 19, Kipling teaches the steps of:

generating a record that records the status of said job applicant (See paragraphs 0040, 0042-3, 0046, 0048, wherein the status of the worker is recorded, the status being the status of the resume and the work status of the worker); and

viewing said record to determine the current employment status of said job applicant and an applicant's availability for an interview (See paragraphs 0017 and 0040, which discloses the current employment status of the applicant. See also paragraph 0038, wherein an interview is scheduled with the job applicant).

However, Kipling does not expressly disclose the length of time job applicant has been employed at a particular position being stored in the record of the job applicant.

Dietz et al. discloses the length of time job applicant has been employed at a particular position being stored with the data concerning the applicant (See column 9, lines 5-25, which discusses data stored about the worker).

Both Kipling and Dietz et al. disclose systems for requesting and hiring non-employee/contract workers from a vendor/supplier via an automated system. Kipling teaches viewing records associated with an applicant, such as the applicant's current employment status. Therefore, it would have been obvious to one of ordinary skill in the art at the time of the invention to include history records, such as the worker's length of time at a particular position, in the record of the worker of Kipling in order to increase the ease of engaging and managing a contract worker by including all data needed to review and hire a worker in one simplified and

Art Unit: 3623

uniform tool. See column 1, lines 5-10 and 53-67, of Dietz et al. and paragraphs 0008 and 0051 of Kipling, which discuss such a motivation.

30. Claims 14-15 are rejected under 35 U.S.C. 103(a) as being unpatentable over Kipling (U.S. 2002/0103687) in view of McGovern et al. (U.S. 6,370,510).

31. As per claim 14, Kipling teaches wherein said step of submitting said qualified resume further includes the steps of viewing said job description (See paragraphs 0021, 0027-8, 0035-6, which discloses viewing a description and submitting a resume). However, Kipling does not expressly disclose requesting additional information from said hiring manager if said job description is unclear.

McGovern et al. disclose requesting additional information from said hiring manager if said job description is unclear (See column 4, lines 25-50, and column 15, lines 40-62, wherein additional information is requested concerning the job description).

Both Kipling and McGovern et al. disclose automated systems for advertising employment needs via the Internet and for receiving resumes from prospective employees. Kipling discloses allowing a job description to be viewed. It would have been obvious to one of ordinary skill in the art at the time of the invention to allow more detailed information about the job of Kipling to be viewed when requested in order to increase the efficiency of the system by allowing a person to quickly locate positions by simplifying the display and only showing additional information to persons who need more information. See column 3, lines 50-65, and column 4, lines 25-45.

Art Unit: 3623

32. As per claim 15, Kipling teaches wherein said step of viewing said job description further includes the step of viewing only those job descriptions that said hiring manager has authorized said associate vendor to view (See paragraphs 0027-8, 0034-6, wherein the supplier/associate vendor only is shown the job description of the current order).

Conclusion

The prior art made of record and not relied upon is considered pertinent to applicant's disclosure.

Driscoll et al. (U.S. 2003/0177051) discloses managing worker resource data.

Richardson (U.S. 2002/0072946) teaches an employee placement system with temporary employees and also includes a job listing database and an interview process.

Clark et al. (U.S. 5,164,897) discloses resume files and matching the resumes to the criteria of certain jobs.

Stipanovich et al. (U.S. 5,117,353) discloses a system that schedules work for temporary employees.

Screenshots of Volt Information Sciences (www.volt.com) discloses the staffing services offered by Volt Information Sciences.

Torres ("High-Voltage Staffing Service Arrives in Puerto Rico") discloses allowing temporary employees to search the Internet for jobs.

"Volt Information Sciences-Facilities & Equipment" (Annual Report) discloses a resume database and matching qualified candidates to job positions.

Art Unit: 3623

“Volt Information Sciences to Purchase Portions of Two Lucent Technologies Subsidiaries” (PR Newswire) discloses a professional staffing division that schedules temporary personnel.

Any inquiry concerning this communication or earlier communications from the examiner should be directed to Beth Van Doren whose telephone number is (571) 272-6737. The examiner can normally be reached on M-F, 8:30-5:00.

If attempts to reach the examiner by telephone are unsuccessful, the examiner’s supervisor, Tariq Hafiz can be reached on (571) 272-6729. The fax phone number for the organization where this application or proceeding is assigned is 571-273-8300.

Information regarding the status of an application may be obtained from the Patent Application Information Retrieval (PAIR) system. Status information for published applications may be obtained from either Private PAIR or Public PAIR. Status information for unpublished applications is available through Private PAIR only. For more information about the PAIR system, see <http://pair-direct.uspto.gov>. Should you have questions on access to the Private PAIR system, contact the Electronic Business Center (EBC) at 866-217-9197 (toll-free).

lwd

bvd

November 23, 2005

Beth Van Doren
Beth Van Doren
Patent Examiner
Technology Center 3600